



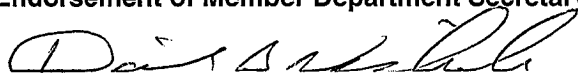
Transportation Vanguard Award Nomination Form

2014

INFORMATION ON NOMINEE:

Last Name: Middleton	First Name: Michael	Date: September 17, 2014	
Email: Michael.middleton@modot.mo.gov		Position Title: District Maintenance Engineer	
Department: Missouri Department of Transportation, Southwest District		Phone: (417) 529-5720	
Street Address: 3025 E. Kearney Street	City: Springfield	State: MO	Zipcode: 65803
AASHTO Committee Membership (optional) Click here to enter text.			

NOMINATOR INFORMATION:

Last Name: Mueller	First Name: Andrew	Date: September 1, 2014	
Email: andrew.mueller@modot.mo.gov		Position Title: Assistant District Engineer	
Department: Missouri Department of Transportation, Southwest District		Phone: (417)895-7685	
Street Address: 3025 E. Kearney Street	City: Springfield	State: MO	Zipcode: 65803
Endorsement of Member Department Secretary/Director: 			

INSTRUCTIONS:

Using a maximum of 2 additional single-sided pages, please provide reasoning as to why this individual should be selected as the Transportation Vanguard Award recipient. Please include as much specific information about the candidate as possible, including special projects, personal attributes, dedication, etc.

Send nominations by **Friday, September 26, 2014**, via e-mail to mvitale@aaashto.org. Nominations must be submitted as a single file in MS Word format using **TVA2014_Nomination_Nominee_Name.doc** as the file name.

Transportation Vanguard Award Nomination: Michael Middleton

Michael Middleton has been the District Maintenance Engineer for the Southwest District (Springfield Region) of the Missouri Department of Transportation since July, 2011. Prior to that, he held the positions of Senior Construction Inspector, District Construction Engineer, and District Maintenance Engineer in the former Joplin District of MoDOT. Michael has been with MoDOT since 1999.

Throughout his MoDOT career, but particularly during his current assignment, Michael has embraced change and productivity in every aspect of his work at MoDOT and has come to exemplify innovation leadership not only within the Maintenance Department, but throughout the industry.

As Michael's direct supervisor, I never have to ask him to be innovative. To the contrary, he comes to me at least weekly, with a new idea he wishes to implement. He never stops looking for ways to improve safety, efficiency, and productivity.

One initiative in particular, which I would emphasize for this nomination, is what has become known in MoDOT's Southwest District as the "2014 Summer Safety Challenge."

Our district has been struggling with incidents impacting employee safety, and, since most of our employees, equipment, and field activities are in the Maintenance Department, this is the area in which most of the incidents occur – and subsequently the area in which we could have the most positive impact on employee safety.

Among the many programs, initiatives, and process improvements Michael has implemented, this wonderfully successful incentive program stands out as a testament to Michael's creativity and dedication to employee safety.

Here is how the program worked:

Program effective period: May 1, 2014 through August 31, 2014

Impacted work units: 31 total work units (29 individual maintenance buildings, regional bridge crew, and Incident Response – 480 total employees)

Targeted Incidents: Incidents involving backing a MoDOT vehicle
 Incidents involving an overhead obstacle or hazard
 At-fault claims
 Injuries of any type or causation

Program Rules and Rewards:

Tier 1: If all 31 work units progress through one entire month without occurrence of any of the four targeted safety incidents, then each work unit would receive \$1,000 added to their Expense & Equipment budgets from the District's discretionary Maintenance budget.

Tier 2: If any Superintendent's area (total of six with multiple work units within each area) progresses through the entire four month program period without occurrence of any of the four targeted safety incidents, then each work unit within that Superintendent. Area would receive one of the newly-delivered heavy duty or extra heavy duty dump trucks for winter operations.

Tier 3: If any of the 31 individual work unit's progress through the entire four month program period without occurrence of any of the four targeted safety incidents, then the successful work unit would receive a BBQ lunch prepared by District Maintenance leadership staff and paid for using the department's Noteworthy Award program.

Results:

By the beginning of August, two of the six Maintenance Superintendent areas were still in the running to win the Tier 2 award. Even though one of these areas did experience an at-fault claim near the end of the program which effectively disqualified the area, the district's largest maintenance building, with 43 full-time employees, went the entire four month period without incident. Based on historic trends, this was a game-changing accomplishment for the district. In the end, one Superintendent's area (5 buildings, 70-75 full-time employees) successfully made it through the entire challenge without a single incident occurrence.

Although the entire group of 31 work units did not simultaneously make it through any one month period without incident, 18 of the 31 units did make it through the entire four month period. And if the program goals were too easy to achieve, then the program would not have had as much worth, anyway.

The intent of the program was to draw attention to safe work practices and an overall safety thought process among all work units, using a friendly but competitive approach. The results were simply phenomenal.

This is just one example of Michael's leadership, creativity, and innovation in action. Based on the success of this safety program and Michael's continued devotion to transportation industry initiatives, I feel that he is more than qualified to receive such fitting recognition as the Transportation Vanguard Award.